Group Merit Pay

Creating the Right Structures for Teamwork

by Dave Campbell and Brooke Judd Olivet Community Schools





Why are we talking about Merit Pay?

Section 380.1250 of the School Code requires school boards to adopt compensation systems for administrators and teachers that include job performance and job accomplishments as a "significant factor" in determining compensation and additional compensation. The assessment of "job performance," as used in this section, must incorporate a rigorous, transparent and fair evaluation system based "at least in part" by data on student growth as measured by assessments and other objective criteria.

What are our concerns about Individual Merit Pay?

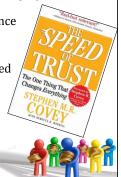
- Can cause staff division
- Can cause competition rather than collaboration
- · Can encourage cheating
- · Historical lack of success
- Can discourage teachers from taking on classrooms with low-performing students

Is it really effective in raising student achievement?



The Principle of Alignment

- Credit for high performance is abundantly shared
- Match behaviors and expectations to the desired outcome
- Create structures that support what we value



The Six Sources of Influence

- Personal Motivation
- Personal Ability
- Social Motivation
- Social Ability
- Structural Motivation
- Structural Ability



"Although fate presents the circumstances,	
how you react depends on your character."	
-Anonymous	
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"Anything worth doing, is worth doing well."	
-Lord Chesterfield in 1746	
We decided to "dive"	
right in!	
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TP GTP 4 TOW	
How?	
• Research	
-Oscoda	
-Very few "group" examplesFormed Merit Pay Committee	
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Guiding Thoughts / Inspiration

- Governor's "dashboard" concept
- PLC model
- Celebrate what is important to us
- Individual accountability
- Questions...
 - What are we trying to accomplish?
 - What do we value?
 - Who is included?

Wanna see it???



Not done...

- What's next?
 - FAQs
 - Contract language
 - Stakeholder input process
 - Communication
- Will we share?



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